

# Medical Surveillance

WAC 296-824-400

## Summary

### YOUR RESPONSIBILITY:

To provide and document medical surveillance to your employees

### You must

Provide medical surveillance to employees

WAC 296-824-40005 ..... Page 400-2

Keep records

WAC 296-824-40010 ..... Page 400-6



# Medical Surveillance

WAC 296-824-400

## Rule

WAC 296-824-40005

Provide medical surveillance to employees

### You must

(1) Provide medical surveillance for employees to comply with Tables 7 and 8, and the following:

- Make medical surveillance available at:
  - Reasonable times and places.
  - No cost to employees, including travel associated costs such as mileage, gas or bus fare if the employee is required to travel off site**AND**
  - Wages for additional time spent outside of employee's normal work hours.
- Make sure a licensed physician performs or supervises exams and procedures.
- Give complete information to the examining physician including:
  - A copy of this chapter.
  - A description of the employee's duties that relate to hazardous substance exposure.
  - The hazardous substance exposure levels anticipated for the employee.
  - A description of the personal protective equipment (PPE) the employee could use.
  - Information available from previous medical examinations.
  - The medical evaluation information required by chapter 296-842 WAC, Respirators.
- Medical exams include, at a minimum:
  - A medical history
  - A work history (or updated history if on file)

—Continued—

# Medical Surveillance

WAC 296-824-400

## Rule



WAC 296-824-40005 (Continued)

### You must

- A special emphasis on:
  - Assessment of symptoms related to handling hazardous substances
  - Health hazards
  - Evaluation of fitness for duty (including the ability to wear any personal protective equipment (PPE) or other conditions that may be expected at the workplace)
- Other content as determined by the examining physician.



#### Note:

The physician should consult the *Occupational Safety and Health Guidance Manual for Hazardous Waste Site Activities* and the *Medical Management Guidelines for Acute Chemical Exposure* (search OSHA website: <http://www.osha.gov>).

### You must

(2) Obtain the physician's written opinion and give a copy to the employee that includes

- A statement of whether or not medical conditions were found which would increase the employee's risk for impairment during emergency response work or respirator use
  - Don't include specific findings or diagnoses unrelated to occupational exposures
- Limitations recommended to the employee's assigned work, if any
- Exam and test results if the employee requests this information
- A statement that affirms the employee has been confidentially informed of medical exam results (including medical conditions requiring follow-up)

—Continued—



# Medical Surveillance

WAC 296-824-400

## Rule

WAC 296-824-40005 (Continued)

<b>Table 7</b> <b>Medical Surveillance for Employee Categories</b>	
If the employee is covered by this chapter and is	Then you must
<ul style="list-style-type: none"> <li>Exposed for at least 30 days a year to health hazards or hazardous substances at or above the permissible exposure limit or published exposure levels (even when respirators are used),</li> <li>OR</li> <li>Required to wear a respirator for at least 30 days a year*</li> </ul>	<ul style="list-style-type: none"> <li>Offer standard medical surveillance as specified in Table 8</li> </ul>
<ul style="list-style-type: none"> <li>A hazardous materials (HAZMAT) team member</li> <li>A hazardous materials specialist</li> </ul>	<ul style="list-style-type: none"> <li>Provide standard medical surveillance as specified in Table 8</li> </ul>
<ul style="list-style-type: none"> <li>An emergency responder who shows immediate or delayed signs or symptoms possibly resulting from exposure to hazardous substances during an incident</li> </ul>	<ul style="list-style-type: none"> <li>Provide incident-specific medical surveillance as specified in Table 8</li> </ul>
<ul style="list-style-type: none"> <li>Not an emergency responder and:               <ul style="list-style-type: none"> <li>May be injured</li> <li>Shows immediate or delayed signs or symptoms possibly resulting from exposure to hazardous substances</li> <li>May have been exposed to hazardous substances at concentrations above the permissible exposure limits (PELs) or the published exposure levels without appropriate PPE</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Offer incident-specific medical surveillance as specified in Table 8</li> </ul>



### Note:

A medical evaluation for respirator use is required by chapter 296-842 WAC, Respirators, for those employees who haven't been cleared for respirator use during medical surveillance activities.

—Continued—

# Medical Surveillance

WAC 296-824-400

## Rule

WAC 296-824-40005 (Continued)

<b>Table 8</b> <b>Frequency of Exams and Consultations</b>	
If the employee is covered by	Then medical surveillance must include
· Standard medical surveillance	<ul style="list-style-type: none"><li>· Exams and consultations:<ul style="list-style-type: none"><li>- Before assignment. Note: If the employee is a hazardous materials (HAZMAT) team member or a hazardous materials specialist, the employee must receive a baseline physical examination.</li><li>- At least once every 12 months after their initial assignment unless the physician believes a shorter, or longer interval (but no more than 24 months) is appropriate</li><li>- Whenever employees are reassigned to an area where they will no longer be covered by medical surveillance and they haven't been examined within the past 6 months</li><li>- As soon as possible after an employee reports:<ul style="list-style-type: none"><li>· Signs or symptoms of possible overexposure to hazardous substances or health hazards</li><li>· Injury</li><li>· Exposure above the permissible exposure limits or published exposure levels</li></ul></li><li>- At the termination of their employment unless they were examined within the past 6 months</li></ul></li></ul>
· Incident-specific medical surveillance	<ul style="list-style-type: none"><li>· Medical consultations and exams:<ul style="list-style-type: none"><li>- As soon as possible following the incident or development of signs or symptoms</li><li>- At additional times, if the physician determines follow-up is medically necessary</li></ul></li></ul>



# Medical Surveillance

WAC 296-824-400

## Rule

WAC 296-824-40010

Keep records

### You must

- Keep a record of:
  - Name and Social Security number of the employee receiving medical surveillance
  - Physicians' written opinions, recommended limitations, and results of examinations and tests
  - Any employee medical complaints regarding hazardous substance exposures
  - A copy of all information given to the examining physician (except a copy of this chapter)



#### Note:

Keep records meeting the criteria specified in chapter 296-62 WAC, Part B, Access to Records, for the length of time specified in that chapter.